

**DIRECTIVE**  
**WORKFORCE INVESTMENT ACT**

Number: WIAD03-13

Date: May 25, 2004  
69:179:pc:8198

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA PROPOSED PERFORMANCE LEVELS FOR PY 2003-04 **(INACTIVE)**

**EXECUTIVE SUMMARY:**

**Purpose:**

The purpose of this directive is to issue proposals for the Local Workforce Investment Area (LWIA) performance goals for Program Year (PY) 2003-04 and finalizes the draft directive released March 30, 2004.

**Scope:**

This directive applies to the LWIAs.

**Effective Date:**

This directive is effective on the date of issuance.

**REFERENCES:**

- Workforce Investment Act (WIA) Sections 136(b) and 136(c)
- Title 20 Code of Federal Regulations (20 CFR) Part 666
- Department of Labor (DOL) Training and Employment Guidance Letter (TEGL) 7-99, Core and Customer Satisfaction Performance Measures for the Workforce Investment System (March 3, 2000)
- DOL TEGL 8-99, Negotiating Performance Goals; and Incentives and Sanctions Process Under Title I of WIA (March 3, 2000)
- DOL TEGL 11-01, Guidance on Revising WIA State Negotiated Levels of Performance (February 12, 2002)
- DOL TEGL 22-02, Negotiation of Performance Goals for Program Years Four and Five Under Title I of WIA (March 24, 2003)
- WIA Directive WIAD03-6, Subject: LWIA Performance Levels for PY 2002-03, 2003-04, and 2004-05 (July 31, 2003)

## STATE-IMPOSED REQUIREMENTS:

This directive contains some state-imposed requirements. These requirements are indicated by ***bold, italic type***.

## FILING INSTRUCTIONS:

This directive finalizes WIA Draft Directive WIADD-70, issued for comment on March 30, 2004. Retain this directive until further notice.

## BACKGROUND:

The WIA requires that states reach agreement with the Secretary of Labor on state-level performance goals for the 15 WIA Title IB core performance measures and two measures of customer satisfaction. In addition, WIA Section 136(c)(2) states that the local board, the chief elected official and the Governor shall negotiate and reach agreement on the local levels of performance. Working in collaboration with the California Workforce Investment Board, the Employment Development Department's (EDD) Workforce Investment Division (WID) has been delegated the responsibility for the negotiation of the State and local performance goals under the WIA Title IB. The performance measures are described in WIA Section 136 and defined in detail in [TEGL 7-99](#).

As required under WIA Section 136(b)(3)(v), the WID reached an agreement with the Secretary of Labor regarding State levels of performance for PY 2003 and PY 2004 in May 2003 (refer to WIA Directive [WIAD03-6](#)). On July 31, 2003, the WID issued WIA Directive WIAD03-6, outlining the procedures for local areas to begin the process of negotiating local area performance goals for PY 2003-04. Local areas submitted their proposals to the State in August 2003 as the first step in this negotiation process. In this directive, the State is continuing the process by setting forth proposals for each local area. The attached PY 2003-04 local area performance goals were developed based on the following information:

- Local area's proposal for PY 2003-04 performance goals,
- Local area's PY 2002 performance goals,
- Local area's actual performance in PY 2002,
- Results of a regression model developed by the WID to systematically account for variations in participant demographics and local economic conditions across local areas for entered employment, retention, and skill attainment measures, and
- Statewide goals negotiated with DOL and released in WIA Directive WIAD03-6.

## POLICY AND PROCEDURES:

***Attachments 1-4 to this directive provide the State's suggested levels of LWIA performance for PY 2003-04. If local areas would like reconsideration of the proposed State levels, additional information beyond what has already been taken into account must be presented to the State.***

***The LWIAs should review these proposals for PY 2003-04 and determine if they have an additional quantifiable need to negotiate further. To continue the negotiation process for PY 2003-04, interested local areas should send a brief letter stating this intention to:***

***Attention: Bob Hermsmeier, Chief  
Workforce Investment Division, MIC 69  
Employment Development Department  
P.O. Box 826880  
Sacramento, CA 94280-0001***

***As stated in the original draft directive, letters were to be postmarked no later than April 30, 2004. The LWIA administrators may approve this negotiation request with the expectation that their local board members will discuss and concur with this decision and that this decision is reflected in their meeting minutes. To expedite this effort, an e-mail may be sent to Jim Fitzgerald at [jfitzger@edd.ca.gov](mailto:jfitzger@edd.ca.gov) with the signed letter to follow. Local areas that accept the attached proposals need not send a letter.***

***If a request is made for further negotiation, we will follow-up with you to determine the most efficient venue for the negotiation discussions, such as a conference call or a face-to-face meeting.***

#### **ACTION:**

This directive should be called to the attention of the chief elected official and the local board for consultation. Local boards, local area administrators, and staff should carefully review the proposed performance goals for PY 2003-04 and submit a letter, if appropriate, to continue the negotiation process.

#### **INQUIRIES:**

Questions regarding this policy and procedure should be directed to Jim Fitzgerald in the WID Performance Management Unit at (916) 654-8298, or the [Regional Advisor](#) assigned to your LWIA.

/S/ BOB HERMSMEIER  
Chief  
Workforce Investment Division

Attachments

**ADULTS**

PY 2003 -04	Entered Employment	Retention	Earnings Change \$\$	Employment & Credential
Alameda	74.5	79.6	3,150	50.0
Anaheim	76.5	83.1	2,920	50.0
Carson/Lomita/Torrance	72.2	78.2	3,080	50.0
Contra Costa	76.0	82.4	3,610	50.0
Foothill	75.7	80.4	2,950	50.0
Fresno	69.3	78.8	3,130	50.0
Golden Sierra	76.6	82.8	2,900	50.0
Humboldt	77.8	84.4	3,120	50.0
Imperial	71.2	77.7	2,800	50.0
Kern/Inyo/Mono	69.7	78.9	3,500	50.0
Kings	71.3	79.4	3,900	50.0
Long Beach	71.0	81.7	3,580	50.0
Los Angeles City	73.9	80.0	3,420	50.0
Los Angeles County	73.7	80.7	3,470	50.0
Madera	74.1	80.1	3,900	50.0
Marin	76.7	83.2	3,900	50.0
Mendocino	74.9	83.3	3,540	50.0
Merced	72.0	79.0	3,900	50.0
Monterey	73.8	78.0	3,900	50.0
Mother Lode	76.5	83.3	3,170	50.0
Napa	78.3	82.5	3,880	50.0
North Central Consortium	73.6	79.1	3,470	50.0
NORTEC	74.8	82.4	3,420	50.0
NOVA	75.6	84.1	3,900	50.0
Oakland	69.7	76.1	3,500	50.0
Orange	75.4	82.4	2,940	50.0
Richmond	78.4	84.5	3,480	50.0
Riverside	75.6	83.9	3,200	50.0
Sacramento	71.3	80.2	3,600	50.0
San Benito	70.8	77.1	3,480	50.0
San Bernardino City	75.1	81.0	3,200	50.0
San Bernardino County	73.3	81.7	3,240	50.0
San Diego	75.9	83.0	2,910	50.0
San Francisco	71.2	79.9	3,360	50.0
San Joaquin	73.6	79.9	3,480	50.0
San Jose City	75.2	79.9	2,800	50.0
San Luis Obispo	77.2	86.5	3,820	50.0
San Mateo	74.2	81.4	3,540	50.0
Santa Ana	78.4	83.6	2,800	50.0
Santa Barbara	74.5	79.4	3,350	50.0
Santa Cruz	73.6	82.0	3,710	50.0
SELACO	71.3	77.9	3,500	50.0
Solano	72.5	84.8	2,880	50.0
Sonoma	75.7	81.6	3,900	50.0
South Bay	75.2	79.7	3,780	50.0
Stanislaus	69.0	77.1	3,400	50.0
Tulare	70.8	79.4	3,850	50.0
Ventura	73.8	81.7	2,800	50.0
Verdugo	75.2	81.5	3,290	50.0
Yolo	72.9	84.6	2,800	50.0
State	72.0	81.0	3,400	50.0

**DISLOCATED WORKERS**

	Entered Employment	Retention	Earnings Replacement	Employment & Credential
Alameda	81.3	88.8	79.1	58.0
Anaheim	79.1	87.7	89.1	58.0
Carson/Lomita/Torrance	74.5	85.6	86.4	58.0
Contra Costa	79.7	87.9	88.4	58.0
Foothill	76.4	86.7	89.6	58.0
Fresno	76.1	84.8	96.7	58.0
Golden Sierra	80.9	88.4	92.3	58.0
Humboldt	81.1	88.8	94.6	58.0
Imperial	77.6	82.8	109.1	58.0
Kern/Inyo/Mono	76.0	84.8	90.2	58.0
Kings	77.1	85.5	85.6	58.0
Long Beach	74.8	88.4	93.7	58.0
Los Angeles City	77.8	87.1	91.3	58.0
Los Angeles County	78.5	87.9	90.7	58.0
Madera	78.9	86.2	93.3	58.0
Marin	81.4	88.5	84.9	58.0
Mendocino	79.6	86.8	92.8	58.0
Merced	75.4	85.2	107.2	58.0
Monterey	76.8	84.9	90.0	58.0
Mother Lode	80.7	87.0	90.2	58.0
Napa	81.0	88.5	100.7	58.0
North Central Consortium	77.2	84.3	91.9	58.0
NORTEC	77.8	86.0	91.4	58.0
NOVA	76.5	83.4	78.8	58.0
Oakland	76.7	87.7	88.6	58.0
Orange	77.4	88.1	89.5	58.0
Richmond	81.4	89.2	93.1	58.0
Riverside	78.0	86.5	86.0	58.0
Sacramento	78.8	87.6	91.7	58.0
San Benito	73.4	83.2	90.8	58.0
San Bernardino City	80.2	90.1	99.5	58.0
San Bernardino County	79.6	87.7	92.0	58.0
San Diego	78.0	88.4	88.2	58.0
San Francisco	77.9	88.4	87.4	58.0
San Joaquin	79.1	87.0	90.4	58.0
San Jose City	78.1	87.3	86.2	58.0
San Luis Obispo	79.1	89.7	92.6	58.0
San Mateo	79.5	88.4	86.7	58.0
Santa Ana	77.2	88.4	90.6	58.0
Santa Barbara	79.3	79.9	88.9	58.0
Santa Cruz	76.9	85.3	84.9	58.0
SELACO	76.0	86.2	91.0	58.0
Solano	79.7	86.1	86.8	58.0
Sonoma	77.9	87.4	89.3	58.0
South Bay	78.5	87.0	88.4	58.0
Stanislaus	76.3	84.4	86.6	58.0
Tulare	76.7	84.3	90.3	58.0
Ventura	77.5	88.7	88.5	58.0
Verdugo	76.6	86.5	89.0	58.0
Yolo	76.6	87.5	89.2	58.0
State	79.0	88.0	96.0	58.0

**OLDER YOUTH**

	Entered Employment	Retention	Earnings Change \$\$	Credential
Alameda	59.5	72.9	3,160	30.0
Anaheim	68.4	59.5	2,600	30.0
Carson/Lomita/Torrance	66.9	77.9	4,070	30.0
Contra Costa	67.2	77.0	3,570	30.0
Foothill	68.4	79.1	4,030	30.0
Fresno	67.5	76.7	2,630	30.0
Golden Sierra	72.0	74.8	3,570	30.0
Humboldt	68.3	76.3	4,000	30.0
Imperial	65.5	74.5	2,600	30.0
Kern/Inyo/Mono	64.3	75.8	2,890	30.0
Kings	65.1	79.5	3,750	30.0
Long Beach	63.6	72.1	3,550	30.0
Los Angeles City	66.3	77.8	3,270	30.0
Los Angeles County	64.3	76.9	4,010	30.0
Madera	66.4	78.7	2,800	30.0
Marin	70.8	70.4	2,600	30.0
Mendocino	72.0	82.1	3,540	30.0
Merced	62.7	72.8	2,970	30.0
Monterey	68.7	75.3	2,600	30.0
Mother Lode	73.5	79.1	2,940	30.0
Napa	70.4	84.2	3,470	30.0
North Central Consortium	68.9	76.5	2,600	30.0
NORTEC	65.9	77.0	3,370	30.0
NOVA	59.9	76.3	3,860	30.0
Oakland	61.4	72.4	2,670	30.0
Orange	61.2	76.0	3,820	30.0
Richmond	69.3	80.1	4,200	30.0
Riverside	62.6	74.7	3,660	30.0
Sacramento	65.6	76.2	3,380	30.0
San Benito	70.7	82.0	4,200	30.0
San Bernardino City	60.9	78.3	4,090	30.0
San Bernardino County	63.7	75.5	3,470	30.0
San Diego	66.1	78.5	3,810	30.0
San Francisco	60.4	79.9	3,070	30.0
San Joaquin	64.9	70.6	2,680	30.0
San Jose City	66.2	78.0	3,500	30.0
San Luis Obispo	49.2	74.7	3,720	30.0
San Mateo	56.9	75.6	2,570	30.0
Santa Ana	65.9	76.4	3,500	30.0
Santa Barbara	64.8	79.2	3,365	30.0
Santa Cruz	64.1	80.0	2,600	30.0
SELACO	64.5	73.1	4,000	30.0
Solano	70.8	71.6	3,360	30.0
Sonoma	63.9	74.9	3,720	30.0
South Bay	68.6	78.3	4,060	30.0
Stanislaus	62.0	72.4	3,260	30.0
Tulare	68.2	75.8	2,600	30.0
Ventura	63.6	78.1	3,560	30.0
Verdugo	68.9	78.6	3,560	30.0
Yolo	71.2	82.5	4,200	30.0
State	66.0	76.5	3,000	30.0

## YOUNGER YOUTH

	Skill Attainment	Retention	Diploma or Equivalent
Alameda	79.6	48.4	55.0
Anaheim	78.9	55.9	55.0
Carson/Lomita/Torrance	80.7	50.3	55.0
Contra Costa	76.5	50.1	55.0
Foothill	77.9	56.5	55.0
Fresno	76.6	51.5	55.0
Golden Sierra	78.5	58.4	55.0
Humboldt	74.6	59.3	55.0
Imperial	71.0	50.7	55.0
Kern/Inyo/Mono	72.7	48.5	55.0
Kings	76.6	51.5	55.0
Long Beach	72.6	53.5	55.0
Los Angeles City	78.8	50.7	55.0
Los Angeles County	77.8	53.9	55.0
Madera	75.0	51.9	55.0
Marin	82.0	57.2	55.0
Mendocino	81.5	53.0	55.0
Merced	78.7	53.8	55.0
Monterey	80.1	53.0	55.0
Mother Lode	80.7	56.5	55.0
Napa	82.2	57.8	55.0
North Central Consortium	79.0	54.8	55.0
NORTEC	76.1	50.3	55.0
NOVA	80.3	50.4	55.0
Oakland	71.2	44.0	55.0
Orange	81.8	55.8	55.0
Richmond	73.9	55.1	55.0
Riverside	78.0	49.9	55.0
Sacramento	75.2	53.3	55.0
San Benito	80.4	54.7	55.0
San Bernardino City	72.0	54.4	55.0
San Bernardino County	76.2	49.5	55.0
San Diego	78.9	52.5	55.0
San Francisco	67.4	47.5	55.0
San Joaquin	73.8	53.9	55.0
San Jose City	72.4	53.6	55.0
San Luis Obispo	80.4	55.4	55.0
San Mateo	77.4	54.5	55.0
Santa Ana	78.5	57.7	55.0
Santa Barbara	81.4	54.0	55.0
Santa Cruz	79.0	51.8	55.0
SELACO	76.8	47.0	55.0
Solano	77.3	49.3	55.0
Sonoma	81.7	50.7	55.0
South Bay	81.1	51.7	55.0
Stanislaus	77.1	53.2	55.0
Tulare	76.5	54.4	55.0
Ventura	78.4	55.7	55.0
Verdugo	78.9	56.4	55.0
Yolo	76.0	52.4	55.0
State	76.0	53.0	55.0